

Outlook

THE UNIVERSITY OF MARYLAND FACULTY AND STAFF WEEKLY NEWSPAPER
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Hiring Process Changes Go into Effect January

Personnel Services has announced a new and enhanced hiring process for non-exempt and exempt-classified positions slated to go into effect beginning in January. These enhancements are the result of the Business Process Redesign efforts of the Division of Administrative Affairs and members of the campus community.

"We believe these improvements will result in higher quality 'lists of eligible' candidates who possess the knowledge, skills and abilities specifically identified by the hiring unit as essential to the position," says Dale Anderson, director of personnel.

A cross-divisional hiring process workgroup, established in September 1997 as part of the ongoing Business Process Redesign initiatives in Administrative Affairs, evaluated feedback gathered from campus hiring units over the past several years. One consistent area of dissatisfaction, says Anderson, related to the quality of the lists of eligibles generated by the Employment Services office for non-exempt classified and exempt-classified positions. Hiring units expressed considerable frustration regarding lists of candidates who were minimally qualified, or candidates who were not interested in the position the unit had posted.

Many of these frustrations related to the current process where candidates apply generically to the university, become certified for whichever titles they meet the minimum qualifications for, and remain in an active pool for six months at a time. A person interested in working for the university, for example, might indicate a preference for an accounting-clerical position in a financial organization such as the office of the comptroller. Because this candidate's application would be placed into a pool of eligible candidates for accounting-clerical positions, he or she may be referred for accounting-clerical positions in non-finance areas as well—perhaps for a payroll clerk vacancy in

an academic department.

The flaw in personnel's current practice, says Carolyn Trimble, associate director of personnel, is an often unmanageable number of applications to be evaluated by employment specialists for a particular job opening within a limited timeframe. "It is not unusual for us to have 150 or more active candidates in a pool for one title, some of whom meet only the generic minimum qualifications," says Trimble. "Because of the large volume of active applications we have at any given time, applicants and current employees seeking a job change are often placed on lists for jobs for which they don't possess the skills the hiring unit seeks, or that they may not be interested in."

With the new process, says Trimble, "before we even begin to consider a candidate's qualifications against the specific needs of the position, we will at least know the applicant is interested in that unit's position. And since our employment specialists will have worked closely with the hiring unit's administrator to understand their unique requirements in terms of knowledge, skills and abilities, we'll be in a much better position to refer candidates who are well-suited to the hiring unit's vacancy."

The hiring process changes were proposed after the workgroup evaluated campus feedback, studied the current process deficiencies and researched the employment practices of the university's peers and aspirational peers. Based on its findings, the workgroup recommended to the Vice Presidents Executive Steering Team (VPEST) that the university employ an "application-by-position-only" process for non-exempt classified and exempt-classified positions. VPEST and the President's Cabinet approved the proposed change last April, with a January 1999 implementation.

"This fundamental change to the way in which we

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Fledgling Maryland Technology Businesses Get New University Housing



For 15 years technology-based start-up companies in Maryland have been nurtured by the affordable facilities and broad range of technical and business support offered by the university's Technology Advancement Program (TAP). Now, embryonic companies are receiving their critical early care in the brand-new state-of-the-art incubator building pictured above. The \$6 million, 21,000 square foot facility provides 40 percent more space than the 11 modular buildings that were TAP's previous home. The building, which can house up to 20 independent incubator companies, is designed to allow expansion and reconfiguration at minimal cost to meet future companies' needs for lab and office space.

The Personnel Services employment office is located in 1104 Chesapeake Building (#338). Visitor parking is available in Lots P* and P.

Phone: 405-5678 or 405-5679
24-hour Job Line (voice and TTY): 405-5677
Fax: 405-5688
URL: <http://personnel.umd.edu>

STAFF:

Assistant Director: Karen McDonald • 405-5650 • kmcdonal@accmail

Employment Specialists:

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Terrapin Reading Society

Author McPhee Makes Rare Appearance on Campus

Author and *New Yorker* staff writer John McPhee, whose books can be found in classes in journalism, geography and geology, will give a reading sponsored by the Terrapin Reading Society on Thursday, Dec. 3 in the Prince George's Room of the Stamp Student Union. Faculty, staff and students are welcome at the 4 p.m. event, followed by a reception.

McPhee has published two dozen books, mostly based on articles he writes for the *New Yorker*, on topics ranging from a New England prep school headmaster to nuclear physics, and from basketball to geology.

McPhee has earned a reputation as the quintessential writer of literary non-fiction, incorporating classical literary techniques of character development, place setting and even plotting into meticulously researched stories about real people, places and things.

In a recent review of an anthology of McPhee's books on geology, Amazon.com wrote: "McPhee's great virtue as a journalist covering the sciences—and any other of the countless

subjects he has taken on, for that matter—is his ability to distill and explain complex matters."

Journalism professors often point to McPhee's 1967 work "Oranges" as an example of how a good writer can write about anything; "Oranges" is a detailed essay on the history, geography, economy and sociology of America's favorite citrus fruit.

From his arrival at the *New Yorker* in 1962 until the early '80s, McPhee

seemed to be exploring the world. He wrote about Bill Bradley as a basketball player, his own Scottish ancestors, the New Jersey Pine Barrens, tennis great Arthur Ashe,

a bizarre flying contraption, an artisan who had perfected the Native American craft of making birch canoes, environmentalist David Brower and the State of Alaska.

In the late '70s and early '80s, McPhee began an exhaustive project of learning and writing about the geology of North America, following geologists into the

field in various places along the 40th parallel from coast to coast. As with his earlier works, the four-book geology series weaves the stories told by ancient rocks into the stories of the people who dig up the rocks, and in the end rocks and people all seem to be characters of considerable depth. The four geology books have recently been republished with a fifth book as a single volume called "Annals of the Former World."

McPhee exemplifies at least one other quality prized by journalists: he keeps himself out of his books. In his review "Annals of the Former World," *New York Times* Book Review writer David Quammen said, "McPhee is an elegant stylist, but to say this authorial voice is muffled and reticent would be an understatement. His work is full of ideas, thought scarcely ever one of his own. He seems to stroll the world's landscape, alert but undemonstrative, keeping his hands in his pockets and his thoughts to himself."

Indeed, McPhee rarely grants interviews and doesn't even allow his photograph to appear on his books' dust jackets, so his visit to Maryland is a rare

event.

McPhee was a Rhodes Scholar after earning his bachelor's degree from Princeton University in 1953. He teaches a course at Princeton called "The Literature of Fact."

McPhee's visit to Maryland is sponsored by Undergraduate Studies and the Terrapin Reading Society, which provides opportunities for students, faculty and staff to share intellectual experiences in the discussion of several books in person and

on-line. "Control of Nature," McPhee's 1989 collection of stories about human efforts to battle natural forces by diverting the Mississippi River, deflecting Icelandic lava flows, and preventing mudslides in California, is one of the books under discussion this year.

For more information about the Terrapin Reading Society and John McPhee, surf to <www.inform.umd.edu/trs>.



Hiring Process Changes Go into Effect Jan. 8

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'source' applicants means that for all vacancies posted after Jan. 8, 1999, the Employment Services office will only accept applications for positions that have been posted and are open at the time the application is submitted," says Anderson.

Highlights of the new process are as follows:

1. A Personnel Services employment specialist will work with the hiring unit administrator to initially draft a position vacancy posting that will reflect the unique knowledge, skills and abilities of the position. The employment specialist will develop a recruiting strategy for the position that ensures the highest quality candidates for the position.

2. Position vacancies will be posted for a duration of two weeks, though postings will be prepared on a weekly basis. This two-week period will give vacancies greater exposure and enable the Employment Services staff time to actively recruit. It also will give potential applicants two weeks to learn of posted vacancies and to file their application for a position of interest. Copies of the postings will continue to be mailed to campus departments, and will be available on Personnel Services' 24-hour job line (405-5677), as well as the web at: <www.inform.umd.edu/CampusInfo/Employment_Opportunities/>.

3. Applicants must submit an application for each position of interest, shifting the responsi-

bility for gaining employment to the applicant. Any applicant not hired but who continues to have an interest in university employment, including current employees, will be required to submit an application for each position of interest as it is posted.

4. Once a position posting has closed, the employment specialist will meet with the hiring unit administrator to review the applications of the candidates meeting the minimum qualifications. After feedback from the hiring unit administrator, the employment specialist will compile the list of eligibles, which the hiring unit will receive within five working days of the posting's closing date.

5. Once a candidate has been hired from the list of eligibles, all remaining applications will be inactivated and archived.

In general, says Anderson, "our employment specialists will be significantly more involved with hiring unit administrators throughout the employment process. This, combined with the new application-by-position process, will result in higher quality employment services for the campus."

Any questions regarding the changes and their implementation should be directed to Dale Anderson at 405-5648/danderson@umdacc; Carolyn Trimble at 405-5648/ctrimble@accmail; or Karen McDonald, assistant director for employment & compensation at 405-5650/kmcdonald@accmail.

Laughter in This College Park

You've read about the University of Maryland in numerous publications ranging from *The Washington Post* to *Newsweek*. Now, the College Park campus has been made famous in the funny pages of *Reader's Digest*.

In its "Campus Comedy" section, the October issue features a brief item written by a University of Maryland student named Christy Knab. Our thanks to Robert Merikangas of the University Libraries for tipping us off to this campus life anecdote:

"Because of its intensity, organic chemistry has long been known as the 'weed out' course at the University of Maryland. One day, for a change of pace, my professor distributed filter paper for us to practice folding for our lab. After detailed instructions and various folds, however, our fluted papers didn't quite match the instructor's. Dismayed, I leaned over and asked my friend, 'What is this?'"

He replied, 'Origami chemistry.'"



Outlook Takes a Break

Due to the Thanksgiving break, *Outlook* will not be published next Tuesday, Nov. 24. The newspaper resumes its weekly publication schedule on Tuesday, Dec. 1.

Until then, the *Outlook* staff wishes you and yours a happy Thanksgiving break. See you in December.



Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. **Reid Crawford**, Vice President for University Advancement; **Teresa Flannery**, Executive Director of University Communications and Director of Marketing; **George Cathcart**, Executive Editor; **Jennifer Hawes**, Editor; **Londa Scott Forté**, Assistant Editor; **Valshall Honawar**, Graduate Assistant; **Phillip Wirtz**, Editorial Intern. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, *Outlook*, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@accmail.umd.edu; fax (301) 314-9344. *Outlook* can be found online at www.inform.umd.edu/outlook/

Gemstone Students Bridge Gap Between Technology and Society

A few years back, William Destler, dean of the Clark School of Engineering, realized many brilliant engineering students were unable to think outside of their own discipline. From that, the idea for the Gemstone program was born.

September marked the beginning of the third year for Destler's brainchild, an interdisciplinary honors program which brings together undergraduates from engineering, business, the social sciences and the humanities to work on four-year research projects that investigate technological solutions to societal problems.

"Dean Destler saw that there are highly technical people who are unable to communicate the importance of technology or understand its impact on society or how nontechnical society influences the development of technology," says Vickie Claflin, assistant director of the Gemstone program. "At the same time there are people in liberal arts that take very few classes in technology."

Putting engineering and English majors together is what makes Maryland's program unique. Other universities have science, technology and society programs, but they are offered to students enrolled in high-technology majors such as engineering or biomedicine. Maryland's is the only program that lasts for four years and takes students from all the different disciplines. There is nothing else like it in the United States, and kids in the program have passed up schools including Cornell, Georgetown and the University of Pennsylvania to come to College Park.

"I was accepted at Princeton, but I decided to come to College Park for the Gemstone program," says Stephanie Fries, a Gemstone junior. "I don't want to just be a technical person. I want to understand everything about business. I want to be able to understand why certain strategic decisions are being made, for instance, why we decided to enter this market as opposed to that one. The Gemstone program has helped me see the bigger picture of the business world."



Just 100 freshman a year, the top 10 percent of students who have been invited to join the honors program, are invited into Gemstone. Minimum requirements are a 3.7 GPA and a 1400 SAT score. The first class of

Gemstone students will graduate this spring. With 417 students, the program won't reach full comple-

ment until next fall.

The cost, about \$1100 per student per year, is shouldered by the university with help from the National Science Foundation and \$250,000 of "seed money" contributed by AT&T and General Electric.

Gemstone students take courses in history and technology, business and technology and society and technology. Beginning their first year, they work in teams to develop research topics. In the process they learn to brainstorm and set priorities and goals as a group.

After exposure to many guest speakers and much research, by the end of their first year, students form interdisciplinary groups and choose the topic they will pursue for the next three years. Current groups are examining everything from the psychological impact of long-term computer use to how to improve mass transit on the eastern seaboard to solving the environmental problems of the Chesapeake Bay.

Group mentors who meet with the students every two weeks for three years are selected the summer after freshman year. "Sometimes the professors will meet with students on a regular basis, sometimes not," Claflin says. "Mentors are there to facilitate the learning, not to teach. We want to create a fertile ground for these very bright students, and then let them grow."

In an effort to tailor what Claflin calls the "living and learning environment," most Gemstone students reside in Ellicott Hall for at least their first two years of college. Fries has chosen not to leave the dorm, although this year she has her own room.

"When I was a freshman I was living with all Gemstone students. It was great. If I had any question on calculus, or whatever I was doing, there was always somebody who could give me an answer," says the computer science and economics major. "It's not so much that my Gemstone class work dominates my life, but because of the people I've met through the program all my close friends are in Gemstone and it has made my college experience."

At the culmination of four years of research, students will present the results of their research to a panel of industry, academic and government leaders. "Some projects will offer an inclusive overview of the topic, other students may actually present a product," Claflin says. "We're allowing the groups to have enough freedom to create whatever they want."

Fries is on the "privacy, security, and information warfare" team. "I'm a computer science major and I never would have signed up for a sociology course, but it was the most interesting class I took," she says. "I learned how I, as a computer programmer, am going to contribute to the rest of society, and what computer science as a whole is doing to society."

—RITA SUTTER



The Pros and Cons of Privatizing Social Security

The Social Security debate moves to the University of Maryland on Sunday, Nov. 22. The School of Public Affairs Brody Public Policy Forum features a frank look at the pros and cons of privatization with two prominent opposing voices on the subject facing off in a formal debate at the University College Inn and Conference Center Auditorium at 6:30 p.m.

James Glassman, the Reader's Digest Chair at the American Enterprise Institute and a proponent of privatization will debate Henry J. Aaron, a senior fellow in the Economic Studies Program at the Brookings Institution who sees the need for only moderate changes in the current system.

Aaron, a former assistant secretary for planning



Henry J. Aaron

and evaluation at the Department of Health, Education and Welfare, chaired the 1979 Advisory Council on Social Security. He says Social Security has been a great success and, with moderate changes, will continue to provide the assured basic security the American people have come to expect. Privatization proposals on the table bring significant

administrative costs and undesirable risks that threaten to undermine one of the most successful programs ever, he says. Aaron's new book, with Robert Reischauer, "Countdown to Reform: The Great Social Security Debate," is set for release in early December. He is also author of "Can America Afford



James Glassman

to Grow Old? Paying for Social Security?"

Glassman, a *Washington Post* columnist who writes on financial and political issues, has taken up the charge of those who believe Social Security has outlived its usefulness and that most Americans are fully capable of saving for their own retirement. "Converting to private accounts will give retirees a far bigger nest egg, boost a sense of family responsibility and save a tottering system from crashing," he says.

In defending their positions, Aaron and Glassman will provide insight into many of the questions that will face Congress as it moves Social Security reform to the top of its agenda.

For information on attending the debate and to reserve a seat, contact the School of Public Affairs at 405-8060.

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Your Guide to University Events
November 17 - December 3

November 17

4 p.m. Physics Department: "Climate Change and the Transformation of World Energy Supply," Steven Fetter, professor of public affairs. 1410 Physics Bldg. 5-5945.

6-9 p.m. Intermediate UNIX. This class introduces more advanced features of UNIX. Concepts covered include listing and changing access permissions on directory and files, basics of shell scripting, memory management and I/O redirection. 4404 Computer & Space Sciences Bldg. 5-2941/2940.*

8 p.m. Maryland Dance Ensemble/Fall Program. A program featuring new dance works by faculty. Dorothy Madden Theater, Dance Bldg. 5-3198.*

8 p.m. University Theatre: "The Seagull," by Anton Chekhov, translated by Kristin Johnsen-Neshati. The bittersweet Russian drama of ambition, talent and unrequited love. Pugliese Theatre. 5-2201.*

November 18

9 a.m.-4 p.m. Retention 2000 Conference. "Student Self Empowerment: Becoming Stakeholders in the Next Millennium," featuring Mary Frances Berry, chair of the Civil Rights Commission, and Jesse Nighthawk, Native American motivational speaker. Stamp Student Union. 5-5616.*

10-11:30 a.m. The Department of Environmental Safety's laboratory safety training for all new laboratory personnel. This orientation is required for all new employees who work in laboratory settings and with hazardous materials. Space is limited. 5-3982.

Noon-1 p.m. Research and Development Presentations: "Art Therapy: An Overview and Practical Application for the Non-Art Therapist," Peggy Kolodny, president, Maryland Art Therapy Association. 0106-0114 Testing Room Counseling Center, Shoemaker Bldg.

3-5 p.m. African American Leadership Program and The Committee on Africa and the Americas Lecture and Discussion. Joy A. James, department of ethnic studies, University of Colorado at Boulder. Reception to follow. 5-8122.

3-4:30 p.m. The Center for Teaching Excellence: "Making Writing Work for Your Students—Efficient, Effective Ways to Include

Writing." Leigh Ryan and Nancy Shevlin of the Writing Center lead this workshop-discussion that will help you develop types of writing assignments best suited to your particular pedagogical purposes and discipline's needs. Maryland Room, Marie Mount Hall. 5-9980.

4-5 p.m. Department of Astronomy: "The Environment of Protostellar Jets," Jennifer Wiseman, Johns Hopkins University. 2400 Computer & Space Sciences Bldg.

5-7 p.m. University Honors Program Dinner and Book Discussion. "Intellectual Discipline and the Learner-Centered Classroom: Can We Balance These Goals?" Featured books for this section are "The Courage to Teach" by Parker Palmer and "Forbidden Knowledge" by Robert Shattuck. Multipurpose Room, St. Mary's Hall. Call 5-1102 or e-mail ks145@umail to reserve dinner.

6-9 p.m. Introduction to Adobe Photoshop 4.0. This class introduces the industry benchmark graphic manipulation package for creating professional quality graphics. Concepts covered include palettes, layers, image filters, and screen/image resolution. Digital image concepts with emphasis on Web-based graphics. 4404 Computer & Space Sciences Bldg. 5-2941/2940.*

7 p.m. Creative Writing at the University of Maryland: Writers Here and Now fall readings. Graduate Reserves Room, McKeldin Library. 5-3820.

8 p.m. Maryland Dance Ensemble/Fall Program. A program featuring new dance works by faculty. Dorothy Madden Theater, Dance Bldg. 5-3198.*

8 p.m. University Theatre: "The Seagull," by Anton Chekhov, translated by Kristin Johnsen-Neshati. The bittersweet Russian drama of ambition, talent and unrequited love. Pugliese Theatre. 5-2201.*

November 19

3:30 p.m. Department of Meteorology: "Evidence of Oceanic Convergence Zone on Eastern Edge of the Pacific Warm Pool: Implications for ENSO and Tuna Fishing," Joel Picaut, visiting scientist, NASA/GSFC Lab. 2400 Computer & Space Sciences Bldg.

4 p.m. Committee on the History and Philosophy of Science: "What Sort of Science is This Anyway? Some Epistemological Comments on the Character of Molecular Genetics," Richard Burian, Virginia Tech. 1113 Plant Sciences Bldg.

4:30-7:30 p.m. Advanced HTML. This class introduces "frames" and "ImageMapping" as useful and attractive interfaces for the user. Additional

Blue Highway, winner of five International Bluegrass Music Awards, will perform at 8 p.m. Saturday, Nov. 21, at the University College Inn and Conference Center. The show is being presented by the Concert Society of Maryland in its 1998-99 series on improvisation.

Blue Highway will perform traditional and original bluegrass works, including selections from the group's newest CD, "Midnight Storm," which sold 30,000 copies within 90 days of its release.

The band has been hailed by *Washington Post* critic Richard Harrington as what "may be the best new band in bluegrass." Their songs on "Midnight Storm" range beyond the usual bluegrass theme of lost love to include natural and manmade catastrophes, and the realities of making a living in today's world.

The band features Tim Stafford (vocals, guitar), Rob Ickes (vocals, dobro), Shawn Lane (vocals, mandolin, fiddle), Wayne Taylor (vocals, bass), and Jason Burleson (vocals, mandolin, banjo).

One member of the group will participate in an informal pre-concert discussion from 6:30 to

advanced topics covered will be constructing "graphics animation" with banners and graphic images to enhance webpage presentations. 4404 Computer & Space Sciences Bldg. 5-2941/2940.*

5:15-6:45 p.m. Diversity and Community in American Life Colloquium, "Ghetto Schooling: A Political Economy of Urban Educational Reform," Jean Anyon, Rutgers University. Nyumburu Cultural Center. 5-3589.

5:30-6:30 p.m. Children of Faculty and Staff Admission Information Session. Join staff from the Offices of Undergraduate Admissions, Student Financial Aid and the Tuition Remission Program to learn more about opportunities at the University of Maryland. 4-8381.

8 p.m. Maryland Dance Ensemble/Fall Program. A program featuring new dance works by faculty. Dorothy Madden Theater, Dance Bldg. 5-3198.*

8 p.m. University Theatre: "The Seagull," by Anton Chekhov, translated by Kristin Johnsen-Neshati. The bittersweet Russian drama of ambition, talent and unrequited love. Pugliese Theatre. 5-2201.*

November 20

10:30 a.m. - noon. 4th Friday for Frontliners, the popular, free, fun-filled customer service refresher ses-

sion. 1100 Memorial Chapel. Register by Nov. 18. 4-9893.

11 a.m.-12:30 p.m. Department of Geology: "Mass Extinction of Late Mionocene Mammals Caused by the Spread of Abrasive C4 Grasses," Steve Stanley, Johns Hopkins University. 1130 Plant Sciences Bldg.

1 p.m. Department of Materials and Nuclear Engineering: "Semiconductor Silicon: The Extraordinary Made Ordinary," Harry Leamy, University of North Carolina at Charlotte. 2110 Chemistry Bldg.

8 p.m. Concert Society: The Bachmann-Klibonoff-Fridman Trio. With guest flutist and guitarist to be announced. Pre-concert seminar at 6:30 p.m. Inn & Conference Center, University College. 403-4240.*

8 p.m. Maryland Dance Ensemble: Fall Program. Featuring new dance works by faculty. Dorothy Madden Theater, Dance Bldg. 5-3198.*

8 p.m. University Theatre: "The Seagull," by Anton Chekhov, translated by Kristin Johnsen-Neshati. The bittersweet Russian drama of ambition, talent and unrequited love. Pugliese Theatre. 5-2201.*

November 21

8 p.m. Concert Society: Blue Highway. Pre-concert seminar at 6:30 p.m. Buy one ticket at the regular



7:30 p.m., joined by blues expert Barry Pearson, professor of English at the university, and Joe Wilson, executive director of the National Council for the Traditional Arts.

Tickets for the concert are \$22 for general admission and \$9.50 for full-time students with ID and children over seven. There is a 10 percent discount for faculty, staff and Alumni Association members, and a \$2.50 discount for senior citizens. Admission to the pre-concert discussion is \$3. For reservations and information, call 405-7847.

November 22

2 p.m. University Theatre: "The Seagull," by Anton Chekhov, translated by Kristin Johnsen-Neshati. The bittersweet Russian drama of ambition, talent and unrequited love. Pugliese Theatre. 5-2201.*

November 23

2-3:15 p.m. Masterclass With Mark Haim. Haim, a member of the faculty at the American Dance Festival, will be performing his solo work to the Bach Goldberg Variations in January at the Kennedy Center as a part of the Dance Series. Studio 1105, Dance Bldg. 5-3198.

4-5 p.m. ISR Speaker Series: "MEMS 2003 and Beyond," Albert Pisano. 2460 A.V. Williams Bldg. 5-6634.

6-9 p.m. Intermediate Adobe PhotoShop 4.0. This class continues graphic manipulation utilizing channels. Both alpha and color channels are discussed. Mask isolation using both layer and quick masks are considered. Web site design issues are explored cumulating in a web site project. 4404 Computer & Space Sciences Bldg. 5-2941/2940.*

1-4 p.m. Advanced HTML. TBA, Computer & Space Sciences Bldg. Open to Faculty/Staff Only. <www.inform.umd.edu/ShortCourses>.*

4 p.m. Department of Meteorology: "Tropical Ocean Color Variability Observed by SeaWiFS During 1997-98 El Niño-La Niña," Ragu Murtugudde, assistant research scientist. 2324 Computer & Space Sciences Bldg.

4 p.m. Physics Department: "Studying the Proton's Spin," Emlyn Hughes, California Institute of Technology. 1410 Physics Bldg. 5-3401.

7:30 p.m. School of Music: Chamber Jazz Recital. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

November 24

11-12:15 p.m. Masterclass with Terry Creach. Creach, an outstanding teacher and choreographer of improvisational material, is the Director of Creach/Company which has just completed a successful series of performances and workshops in New York. Studio 1105, Dance Bldg. 5-3198.

November 30

4 p.m. Graduate School's Distinguished Lecture Series: "New Horizons in the Study of Language and Mind," Noam Chomsky, MIT. Tawes Theatre.

7 p.m. School of Music: Honors Chamber Music Recital. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

8 p.m. Graduate School's Distinguished Lecture Series: "Whose World Order: Conflicting Visions," Noam Chomsky, MIT. Tawes Theatre.

December 1

4 p.m. Physics Department: "An Electrical Method to Continuously Monitor Morphology and Motion of Cells in Culture," Ivan Giaever, 1973 Nobel Laureate (physics), Rensselaer Polytechnic Institute. 1410 Physics Bldg. 5-4945.

December 2

10-11:30 a.m. The Department of Environmental Safety's laboratory safety training for all new laboratory personnel. This orientation is required for all new employees who work in laboratory settings and with hazardous materials. Space is limited. 1168 Plant Sciences Bldg. 5-3982.

4-5 p.m. Department of Astronomy: "The Hubble Deep Fields," Henry Ferguson, STSCI. 2400 Computer & Space Sciences Bldg.

December 3

9:45 a.m. University Theatre: "Twelfth Night," by William Shakespeare. Performed by National Players. A soap opera of disguises, love triangles, fools and madness. One of Shakespeare's most popular laugh-out-loud comedies. Tawes Theatre 5-2201.*

Noon-1 p.m. Research and Development: "Factors Contributing to the Career Choices of Mexican-American Adolescent Women," Lisa Flores, Counseling Center. 0106-0114, Testing Room Counseling Center, Shoemaker Bldg.

3:30 p.m. Department of Meteorology: "Development and Regional Applications of a Variable Resolution Stretched Grid GCM and Data Assimilation System," Michael Fox-Rabinovitz, NASA-University Joint Center for Earth System Science. 2400 Computer & Space Sciences Bldg.

7 p.m. Writers Here and Now, Fall Readings. Richard Bausch, author of *In the Night Season*. University Book Center. 5-3820.

8 p.m. University Theatre: "Cyrano de Bergerac" by Edmond Rostand. Production by National Players. The timeless romance of the eloquent and witty Cyrano and his undying devotion to the beautiful Roxanne. Tawes Theatre. 5-2201.*

Bachmann-Klibonoff-Fridman Trio

The Bachmann-Klibonoff-Fridman trio will perform a program of Spanish-flavored chamber works featuring Astor Piazzolla's "Histoire du Tango" at 8 p.m. Saturday, Nov. 20, at the University College Inn and Conference Center.

The program, presented by the Concert Society at Maryland, will also feature award-winning flutist Linda Chesis and top classical guitarist David Leisner.

Works featured at the concert will include Joaquín Turina's *Trio No. 2 in B Minor, Op. 76*, Jacques Ibert's *Entr'acte for Flute and Guitar*, Misha Piatigorsky's *Tango Miserable for Cello and Piano*, Manuel de Falla's *Suite Populaire Espanole*, and two works by Maurice Ravel titled *Piece en forme de Habanera* and *Trio in A Minor*.

Recognized as one of the fastest rising ensembles on today's chamber music scene, the trio consists of Maria Bachmann (violin), Jon Klibonoff (piano) and Semyon Fridman (cello).

Tickets for the concert are \$22 for general admission and \$9.50 for students with ID and children over seven. There is a 10 percent dis-



count for University of Maryland faculty, staff and Alumni Association members, and a \$2.50 discount for senior citizens. Admission to the pre-concert discussion is \$3.

For reservations and information, call 405-7847.

Happy Thanksgiving from the staff of Outlook



Jennifer

Londa

Vaishali

Phill

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405. Events are free and open to the public unless noted by an asterisk (*). Calendar information for Outlook is compiled from a combination of inform's master calendar and submissions to the

Outlook office. To reach the calendar editor, call 405-7615 or e-mail to outlook@accmail.umd.edu.



Student Voices included in the Sexual Harassment Prevention Program

This article is the first of a two-part series about sexual harassment.

Recent sexual harassment studies found the following results:

- A study conducted at the Massachusetts Institute of Technology found that 92 percent of women and 57 percent of men had experienced at least one form of unwanted sexual attention to which they had reacted negatively.

- Fifteen percent of graduate students and 12 percent of undergraduates in a Harvard University study, who said they were sexually harassed by their professors, changed their major or educational program because of the harassment.

- At University of Maryland 24 percent of women and 21 percent of men said they received unwanted sexual attention or seductive behavior from a supervisor or co-worker while working (University of Maryland Sexual Harassment Incidence Data for Faculty and Staff 1992-1994).

These studies illustrate the prevalence and high rate of sexual harassment at educational institutions across the country. In response to these findings, the university's Office of Human Relations Programs (OHRP) took action to fight these trends. In 1985 the Sexual Harassment Prevention Program (SHPP) was established. (The program for peer educators began in 1995.)

Currently, 68 members of the university community are volunteer sexual harassment trainers or peer educators. Forty faculty, staff, and graduate students are SHPP Trainers, and 28 undergraduate students are peer educators in the SHPP.

"We [OHRP] created the Sexual Harassment Prevention Peer Program because we felt students were much more likely to listen to other students in discussing this topic. Also, we wanted to give students the opportunity to develop themselves as trainers and

facilitators. They get something out of it because they become bonafide trainers and we get something out of it because we have capable and concerned students getting the message out there," says Mark

Brimhall-Vargas, the assistant director of the Office of Human Relations Programs.

Twenty-five of the peer educators were trained last month and have begun giving SHPP presentations on campus. Reactions to the sexual harassment prevention workshops and presentations have been very positive.

"They [other peer educators] seem really interested in the facts, laws and campus policy. I've always known what sexual harassment is, but this experience really clarified it," says Pei-Lee Ren, a sophomore with a double major in art history and archaeology and mathematics and newly trained peer educator.

Ren recently conducted her first SHPP presentation. "I think it's great for people to talk about sexual harassment. It makes them see different interpretations of sexual harassment and it makes you realize that your way of thinking isn't the only way," she adds.

For example, the SHPP presentations include an exercise called the Continuum, which refers to a continuum of behavior related to sexual harassment. Ranging from flirting to illegal sexual harassment participants are given different

situations and are asked to identify themselves where they believe the situation would be located on the continuum.

"This exercise illustrates that sexual harassment is defined by the recipient [of the behavior]," says Paula Domenici-Lake, Sexual Harassment Prevention Program coordinator.

Approximately half of the peer educators are male. In addition, the peer educator group is ethnically

diverse. "We have an equally representative group of peer educators, which is important because those who lead should reflect the members of the student audience," says Domenici-Lake.

"I have enjoyed the work I have been involved in and I feel like I'm making a difference on campus by getting involved and improving awareness," says Dan Shimko, a junior with a major in biological resources engineering. "Hopefully, by raising awareness incidences of sexual harassment will decrease."

The peer educators were motivated to get involved in the SHPP for a variety of reasons including: past personal experience with sexual harassment (or a close friend's experience), to train other students from their workplace, and to gain a valuable experience for a future career.

The faculty, staff and graduate student trainers participate in a two-day training session in January and the undergraduate students participate in a one-day training session in October. The training sessions consist of reviewing the SHPP manual, a demonstration and guest speakers on various topics including practical strategies for handling sexual harassment, sexual harassment laws and presentation skills. After the training session, trainers and educators may observe several SHPP presentations or may immediately begin co-leading presentations with a more experienced trainer.

The sexual harassment prevention training is part of the SHPP of the Office of Human Relations Programs. Training is available for any university department, program, or faculty, staff or students. For more information about the Sexual Harassment Prevention Program, contact Paula Domenici-Lake at 405-7563 or at domelake@wam.umd.edu.

—JAMIE FEEHERY-SIMMONS

As members of the faculty and staff it is important to know that SHPP is available to you to assist in educating your students about sexual harassment prevention. Peer educators are very useful in educating other students. Specifically, as a member of the faculty and staff you may request peer educators to give a presentation to your class, a student group you advise, students you supervise, etc. The SHPP is a useful resource that should be tapped.



**DIVERSITY
AT UMCP
MOVING
TOWARD
COMMUNITY**

Library Staffers Highlight Diversity Efforts

Library staff from the University of Maryland Libraries and the College of Library and Information Services (CLIS), recently joined with other institutions affiliated with the Association of Research Libraries (ARL), in exploring "The Challenge to Change: Creating Diversity in Our Libraries." The event was a conference held in early October at Penn State University.

Other participants in the two-day event came from such universities as Penn State, Rutgers, Pittsburgh, Yale, Michigan, Illinois, Carnegie Mellon, Colorado, Kent State, UCLA, Emory, SUNY, Johns Hopkins, Oberlin, Arizona, Bucknell, Delaware and others.

The University of Maryland contingent led a panel discussion on the topic, "Diversity Matters: How One University Has Learned to Collaborate, Understand and Appreciate Its Differences." Participants included Dean of Libraries Charles Lowry, Diversity Coordinator for the Libraries Ann Masnik, Library Technician Dan Newsome and Film Collections Supervisor Linda Sarigol.

Lowry addressed the university's diverse student, faculty and staff population and its strong support of diversity issues, especially the commitment of top administrators. Masnik spoke about the history of the Libraries involvement in the campus-wide diversity initiatives, while Newsome covered some of the programs implemented and future plans of the Libraries Diversity Committee. Throughout the conference, the University of Maryland was cited numerous times as a model of best diversity practices for other ARL institutions to duplicate.

Sarigol presented "Writers Block: Disability on Campus," a Diversity Initiative Program video produced by the University of Maryland Libraries in April 1997 that highlights some of the social obstacles and prejudices encountered by students with disabilities. She also discussed the grant that funded the video, the video's production and uses, and the reception it has received on campus.

CLIS Dean Ann Prentice appeared on another panel and discussed the college's efforts to promote diversity in the curriculum, among students and in the community. She mentioned a very successful mentoring program, the presentation of courses which focus on the archives and other literature of particular minority groups, and community celebrations of African American information professionals which involve faculty, staff, students and the wider community.

Quiz Team is the Tops

Academic quiz teams are not just for high school anymore. At the University of Maryland, students with smarts are putting their knowledge to the test at national tournaments and taking home prizes to boot.

The University of Maryland Quiz Team has a tradition of excellence, consistently ranking within the top three or four in the nation—out of approximately 50—for the past seven years. Under the new leadership of president Julie Singer, the Maryland team hopes to repeat its national championship of 1981. National championships are held in the spring.

Singer, 20, is a junior French and Italian major at the university. As an honors student at a Prince George's County high school, Singer participated in "It's Academic," and competed in the University of Maryland's Terrapin High School Invitational Tournament. She pursued her education at Maryland's flagship university because of its proximity, diversity and scholarship opportunities.

"I came here because I like the idea of having a lot of opportunities," Singer says. "The University of Maryland made more choices available to me."

About 30 students participate on Maryland's team. They range from freshmen to seniors, from history to math majors. Both men and women join. They compete in teams of four, and send two or three teams to about 15 tournaments each year.

The team usually receives \$1,500 per year from Maryland's Student Government Association, but a snafu this year left them with only \$360 to cover entry fees and travel expenses for out-of-town tournaments. They made some money hosting a tournament last month, charging each team a base \$80 to enter. There are no cash prizes for winning tournaments. So why do it?

"It's fun," Singer says. "We all take the competition seriously, but as long as we're having fun, it doesn't matter if we win or lose."

Serving Up Smiles and Sidedishes

Larry Donnelly Makes Dining Hall Experience Better

Larry Donnelly is feeling great. "Something wonderful just happened," he says, taking a break between dishing out food to the students lining up inside South Campus Dining Hall for lunch. "One of the student managers I trained has asked me to give her away at her wedding in January.

"These," he says, a cheerful grin splitting his face, "are the many rewards of my job."

Donnelly has been manager of South Campus Dining Hall for 25 years. And while working round the clock amidst noisy students and clanking pots and pans may not be everybody's idea of a great job, he couldn't be happier doing it.

Or busier. When he is not dealing with paperwork, training student managers, inspecting the kitchens and supervising deliveries, he is out front serving the students and making sure nobody goes hungry.

No wonder then that to the 160 staffers at the dining hall and the thousands of students who eat here every day, Donnelly is something of a father figure—the man they go to with all their problems.

"He is one of the most caring, compassionate persons I have ever known," says Nick Low, who worked as a student manager at South Campus Dining Hall from 1992 through 1995. "Whenever I had an idea, he was always willing to listen, to take a chance."

Low recalls a time when a student wanted a bowl of cereal at lunchtime and Donnelly made sure he got it. "Every day I was there, I saw him go out of his way for someone," he says.

Rosa Pineda, who has been working at the dining hall for 10 years now, recalls how when the dining hall closes early in summertime, Donnelly lets students in after hours so they don't have to go hungry.

"He is a really good boss," says Maria Lopez who has worked with Donnelly for eight years. "I cannot think of anything about him that's bad." Low seconds that, adding: "He's amazing."

"We try to maintain



Donnelly shows his dedication to service as he helps a customer in South Campus Dining Hall

friendly service out here," says Donnelly, a spry, 59-year-old Vietnam veteran. Often that means going beyond just feeding the students. He recalls how he once found a freshman in tears at the dining hall, shortly after school had started. "She was homesick, so I let her use my phone to call her mother. Turns out it was exactly what she needed."

During the interview, employees wander in and out of his office with questions. "I am not much of an office person," Donnelly says. "Most of the time you'll find me outside, among the students and the employees." Often, he gets

behind the stove and cooks. "I can make a quesadilla two times faster than any of the cooks here," he says with a grin. "And a taco two times as fast."

In his tight schedule—the South Campus Dining Hall handles 6,200 transactions everyday—he makes time to lend a helping hand to various causes. His office walls are lined with certificates and citations alongside pictures of his four children and eight grandchildren.

There is one citation from the Prince George's Association of Retarded Citizens. Donnelly hires six of their members at the dining hall. There is also a cultural diversity award given to him in 1996 because most of his staff comes from diverse ethnic backgrounds. Yet another certificate points out he was named honoree for a journalism student scholarship this year.

Originally from Boston, Donnelly served in the Vietnam War as a cook for nine-and-a-half years before leaving due to a minor disabili-

ty. It was on a friend's suggestion that he joined the University of Maryland in 1968, as manager of the dining hall.

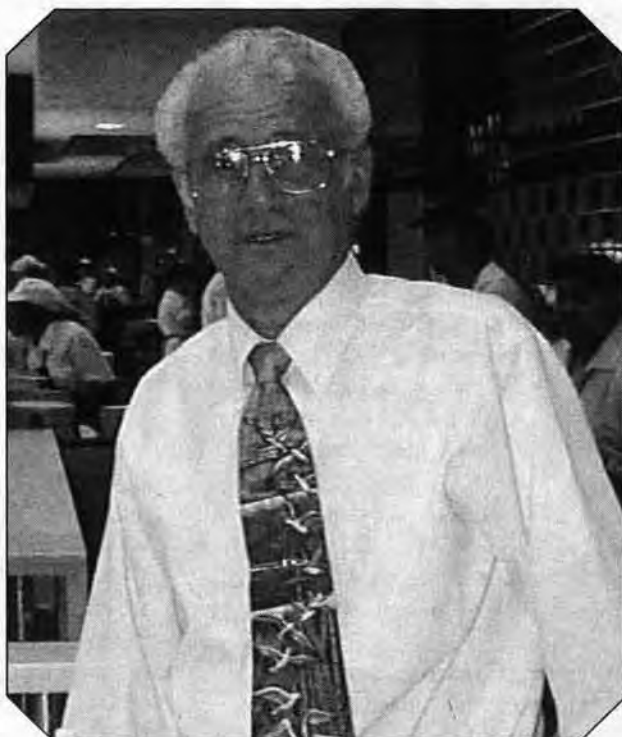
More than two decades and thousands of students later, he is still excited about the job, talking eagerly about the dining hall's new vegetarian offerings and its popular sizzling salads.

Colleagues and students see him as an innovative man, always thinking of ways to improve services at the dining hall. "Just yesterday, when I met him, he was talking about trying out a vegan pot pie," says Low.

Donnelly, says Low, is ready to change with the times and always open to new ideas. "He holds meetings with the RA's every month to make sure the students are getting what they want. If there is any issue, he tries to resolve it rightaway."

His energy, immediately obvious even to an outsider, is inspirational to those like Low who have worked with him. "He taught me everything I know about business. He is a role model to me—and a great teacher."

—VAISHALI HONAWAR



Speakers Sought for the New Millennium

The Maryland Commission for Celebration 2000 and the Maryland Humanities Council are searching for speakers in the arts, humanities and sciences for their Millennium Speakers Bureau. They will select 20 speakers from Maryland who will each give four presentations during the year 2000 to community audiences throughout the state. There is a \$250 honorarium for each talk, plus travel expenses.

Any scholar or expert in the humanities, arts or sciences who is a resident of Maryland or who is employed in Maryland is eligible to apply. Scholars typically possess an advanced degree in one of these disciplines and may be professors, researchers, writers, creative artists, or persons otherwise professionally engaged in one of the three fields. Speakers must have interest, experience and ability in speaking to public audiences and be willing to travel throughout the state.

The deadline for submitting an application to be a speaker is Feb. 15, 1999, and must include a one-page cover sheets with name, address, home and office telephone numbers, and the title and short summary of proposed presentation. Also to be included is a resume of no more than two pages with information about your speaking experience with the general public.

A Celebration 2000/Maryland Humanities Council committee will review written applications and select finalists in April 1999.

Topics should explore themes that celebrate Maryland's cultural heritage and the contributions of its diverse peoples, or that help prepare Marylanders to enter the new millennium. Talks might examine such topics as changes in the economic, legal and social status of women and minorities over the past century; changes in occupations from agriculture to urban/industrial to technology and then to service areas; Maryland's involvement in explorations of outer space and undersea environments; or literary and artistic contributions available to Maryland citizens. Programs are approximately one hour in length, including time for audience questions and discussion.

Call the Maryland Humanities Council at 410-625-4830 if you have any questions. For more information about programs offered by the Maryland Commission for Celebration 2000, please call 410-514-7616 or look for the website: <www.maryland2000.org>.

for your interest

events • lectures • seminars • awards • ect.

Potential FedEx Strike

There is a possibility of a strike by the 3,300 Federal Express union pilots in early December. In the event of a strike, FedEx will use management pilots, pilots-in-training and outside contractors to fly routes and transfer some shipments to ground transportation. A refusal by FedEx Pilots Association members to work overtime has already begun, however FedEx says this will have no immediate effect on service and their money-back guarantees are still in place.

In the event of a full strike, the university should expect some disruption of service from FedEx, but not to the extent of the UPS strike last year. Although UPS is committed to serving the needs of the campus if a strike occurs, their system (along with DHL, Airborne and RPS) will be strained and delays are likely.

The university will continue to monitor the situation and suggest alternatives as needed. Up-to-date information on the strike threat is available at the FedEx website located at <www.fedex.com>. Doug Waterman remains available to respond to questions and provide advice and direction for shipments to and from the campus. He can be reached at 405-5852.

Learn to Quit Smoking During Lunch Break

In honor of the Great American Smokeout on Thursday, Nov. 19, the University Health Center will be offering a four-class smoking cessation program. The class will meet on Friday's 11/13, 11/20, 12/4, 12/11 from noon to 1 p.m. in Room 2101 of the Health Center. The class fee is \$20 with \$15 returned to those participants who attend all four classes. To register for the class, call 314-8123.

Creative Dance Lab Classes

Creative Dance Lab will hold open classes on Saturday, Nov. 21. Adults and children ages 4 and up are invited to watch or participate at no cost. Modern Dance and Yoga for teens and adults runs from 9 to 10 a.m. Creative Dance for ages 4-6 years follows from 10-10:45 a.m. Basics in Modern Dance for ages 7-11 years from 10:45 a.m. to noon completes the Saturday program. Brochures with the lab's spring

schedule will be available and students can register for the next session which begins Feb. 6, 1999. Director Liz Rolland will be available to answer questions.

Creative Dance Lab open classes will be held in the Dance Building, located in parking lot V-1. Please send e-mail requests for information to DMooock@aol.com.

Race, Gender and Ethnicity

The University of Maryland Consortium on Race, Gender and Ethnicity, department of women's studies and Curriculum

nicity, and Reflections on Affirmative Action at the Turn of the Century.

For more information, please contact the women's studies department at 405-6877.

Taiwan Elections

The Institute for Global Chinese Affairs (IGCA) and the Inter-College Committee on East Asian Studies, invite you to attend a seminar, "Taiwan's December 1998 Elections and Their Impact on Cross Strait Relations," Tuesday, Dec. 8, from 4:30 to 6 p.m. in Room 0106 Francis Scott Key Hall.

The talk, part of a new series called the IGCA China Seminars, features noted scholar Yu-ming Shaw, director of the Institute for International Relations at National Chengchi University in Taipei as well as a visiting professor at the University of Maryland. Shaw, a specialist in modern Chinese history and politics and Sino-American relations, will give newsworthy and timely reactions to and reflections upon the early December elections in Taiwan, and their short- and long-term influences on relations

Investors Group in Room 4137 McKeldin Library. James D. Whelan, president of Dozier Whelan Associates, will cover the broad spectrum of investing in mutual funds. If you are thinking of investing in mutual funds or have questions relating to your own mutual funds, this meeting will be of interest.

Membership is free and open to all interested. Please note the meeting this month is held on Thursday due to speaker commitments. The Investors Group is affiliated with the Friends of the Libraries. Questions/comments should be addressed to Gary Kraske, 405-9045 or email, gk13@umail.umd.edu.

Lilly Conference on Teaching

The Lilly Conference on College & University Teaching-Atlantic is currently accepting proposals for its Spring Conference "Teaching Through Partnerships." Proposals are due Nov. 30, and the conference dates are April 16-18, 1999.

For more information or to request a proposal submission form, please visit the Center for Teaching

Excellence website at <www.inform.umd.edu/cte/> or contact Lisa Solomon at CTE, 405-9980.

Career Moves

The Career Center will be temporarily relocating to Holzapfel Hall from Dec. 18 to Summer 1999 to accommodate a complete renovation of the center's facility on the third floor of Hornbake Library. The center's mailing, web and e-mail addresses, phone and fax numbers will remain the same during that time. The following are details on how to visit and contact the Career Center during the relocation months as well as a schedule of service availability during the move.

Physical Location Dec. 18 through Summer 1999 (Holzapfel Hall)

Main Office, Resource Room, Individual Appointments and Tech Support: Room 1102
Credentials Service: Room 1106
Special Events/Workshops: Refer to "What's Happening Now" from the Career Center website for updated locations <www.careercenter.umd.edu>.
On-campus Interviewing: ground floor

Availability of Services, Fall 1998

Main Office: through Dec. 17
Resource Room: through Dec. 9
Individual Appts: through Dec. 9
Walk-in: through Dec. 9
Website/TERP Online: through Dec. 17; and Dec. 19 on
TERP Online Tech Support: through Dec. 9
Credentials: through Dec. 17; then Dec. 21-24

Anyon Shares Ideas for Eliminating Ghetto Schooling

Jean Anyon, author of the highly acclaimed new book, *Ghetto Schooling: A Political Economy of Urban Educational Reform*, leads a colloquium on the same topic Thursday, Nov. 19 at 5:15 p.m. in the Nyumburu Cultural Center. Anyon's talk is part of the Diversity and Community in American Life Colloquium Series sponsored by the EDPA Center for Education Policy and Leadership.

Regarded as an expert in inner city revitalization and school reform, Anyon has published numerous scholarly articles concerning issues of race, social class and the urban context. The *New York Times* recently described her as a "candid on-the-ground...school reformer" who observes that "attempting to fix city schools without fixing the city in which they are embedded is like trying to clean the air on one side of a screen door."

An engaging speaker with intriguing ideas for the elimination of ghetto schooling, Anyon is chair of the education department and director of the Institute for Outreach and Research in Urban Education at Rutgers University, Newark. The colloquium will be followed by light refreshments and the opportunity to meet Anyon in a less formal context, in the Nyumburu Cultural Center atrium.

For more information call Barbara Finkelstein or Steven Selden at 405-3589.



Transformation Project present "Race, Gender and Ethnicity in a Diverse Society," Friday, Nov. 20, from 8:30 a.m. to 4:30 p.m. in Tyser Auditorium, Van Munching Hall. The symposium, featuring keynote speakers Mari Matsuda and Charles Lawrence, of Georgetown University Law Center, is free and open to all.

Matsuda and Lawrence have long been active in civil rights and the national debate on affirmative action. They are coauthors of the book *We Won't Go Back: Making the Case for Affirmative Action*. Their joint afternoon presentation addresses the topic "Critical Race Theory: Stories from Home."

Other issues addressed at the symposium include Research Resources, designed to help researchers find their way around the World Wide Web on issues related to race, gender and eth-

nicity between Taiwan and mainland China.

Please call 405-0213 by Dec. 4 if you would like to attend so that IGCA might better prepare seating for everyone.

Commencement Regalia

All faculty and staff who have not yet rented their regalia for the December Commencement must do so by Nov. 25. After this date you must deal directly with Jostens. Please remit form and payment (cash, check, credit card or ISR) to Melissa Marvel, 314-7839, University Book Center. Fax to 310-403-8326, mail to UBC Stamp Student Union or stop by Marvel's office in the bookstore from 8:30 a.m. to 4:30 p.m.

Investors Group Meeting

"All You Ever Wanted to Know about Mutual Funds," will be the topic of the Nov. 19 meeting at noon of the